Priority Placement Program (PPP)

Navy Supply Corps School (NSCS)

Athens, Georgia

February 9, 2010

PROGRAM OVERVIEW

The PPP is the most effective outplacement program in the federal government

PROGRAM OVERVIEW

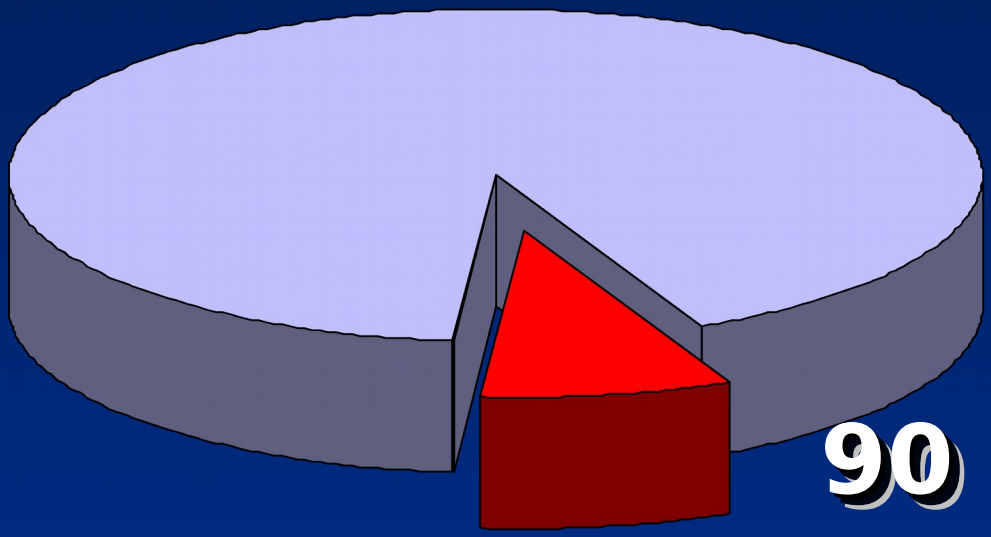
1 Feb 09 - 31 Jan 10

Job offers - 1,084

Avg. per month - 90

PROGRAM OVERVIEW

1 Feb 09 - 31 Jan 10



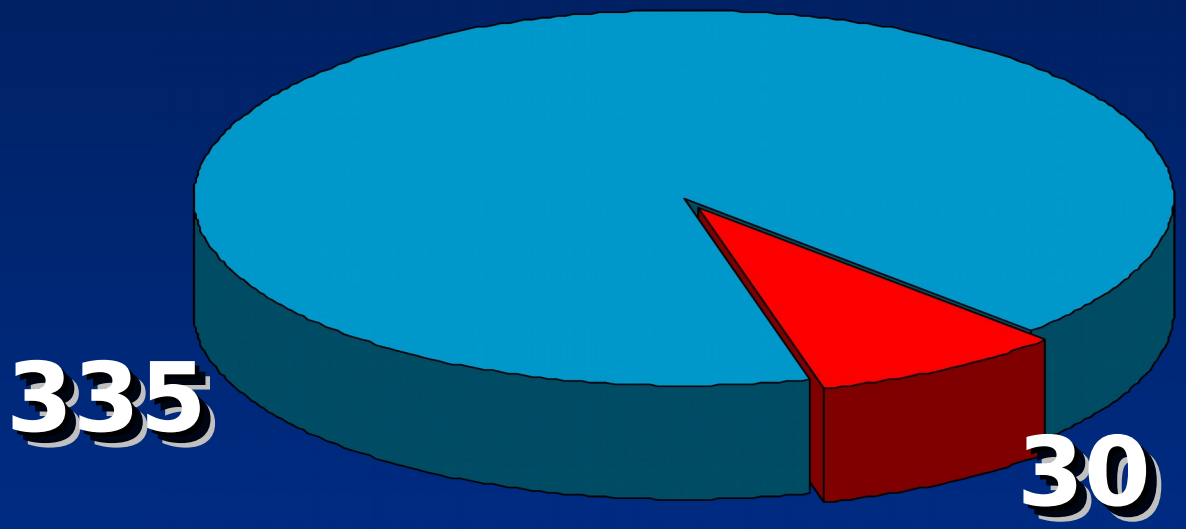
Offers accepted - 92%

Offers declined - 8%

PROGRAM OVERVIEW

1 Feb 09 - 31 Jan 10

Released Without Offers – 365



Registered for commuting area only – 92%

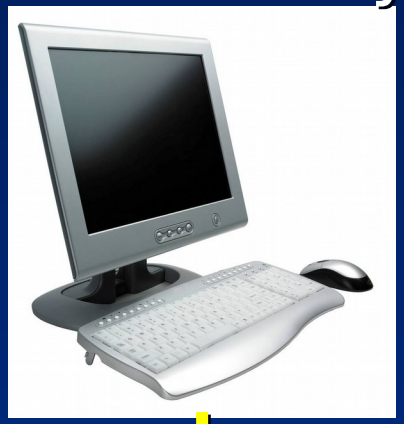
Registered outside commuting area - 8%

Program Overview

Releasing Activity

Referrals

Gaining Activity



Registrations

Requisitions

Automated Stopper & Referral System (ASARS)

Registration Eligibility

- Reduction in Force (RIF)
  - *Separation*
  - *Change to lower grade**
- Declination of offer outside commuting area
  - *RIF*
  - *Transfer of function*
  - *Management-directed*

** Does not include NSPS reduction in band*

Registration Eligibility

- Must decline offer of transfer in writing
  - *Declination is irrevocable*
- Employees on mobility agreements are ineligible

Registration Ineligibility

The following may not register:

- NAF employees
- SES employees
- Reemployed annuitants
- Employees approved for Voluntary Separation Incentive Pay (VSIP)

Registration Ineligibility

The following may not register:

- Employees who apply for retirement
  - *Optional: at any time*
  - *Disability: at any time*
  - *Discontinued Service: prior receiving specific separatio notice*

Registration Ineligibility

The following may not register:

- Employees who become *temporarily* unavailable for work
- Employees whose conduct or performance is *in question*

Registration Period

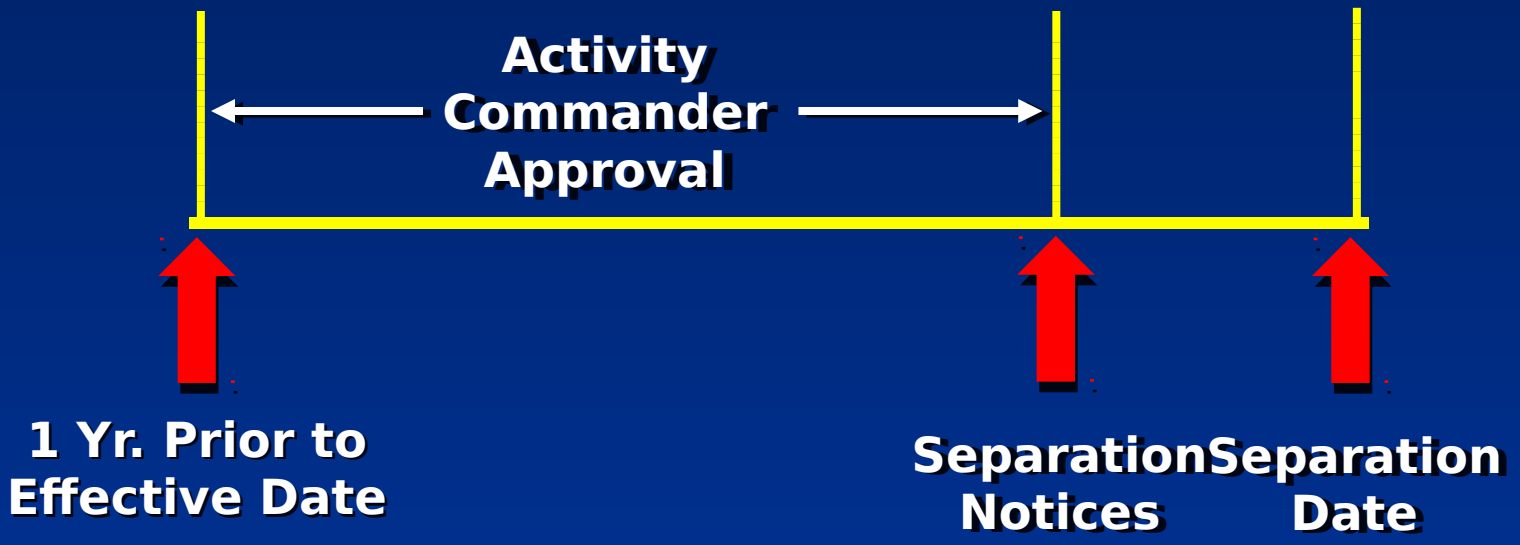
- Eligible employees must be permitted to register upon receipt of:
  - *Specific RIF notice*
  - *Notice of separation due to declination of offer outside commuting area*

Registration Period

- Displaced registrants remain in Program A until:
  - *Placement*
  - *Declination of valid offer*
  - *Deletion for other reasons*
  - *Expiration of eligibility*
    - *1 yr. after separation*
    - *Effective date of change to lower grade*

Registration Period

- EARLY REGISTRATION – Registration prior to notice period



Mandatory Registration

- Purpose – Reduce separation costs
- Coverage – Employees who will be separated with severance pay
- Strategy – Increase likelihood of "reasonable offer" (5 CFR 550) during not

Mandatory Registration

What does it mean?

- Employee must be registered for:
  - *Current skill and others for which well qualified*
  - *All DoD activities in commuting area*
  - *Current grade down to & including 2 grades lower**

* *HRO will use equivalent GS grade for NSPS and demo project registra*

Mandatory Registration

Who does it apply to?

- Applies if employee is eligible for severance pay and:
  - *Does not voluntarily register; or*
  - *Registers only within commuting area*
    - *If registrant expands area pr to separation, mandatory requirements are waived*

Mandatory Registration

When does it take effect?

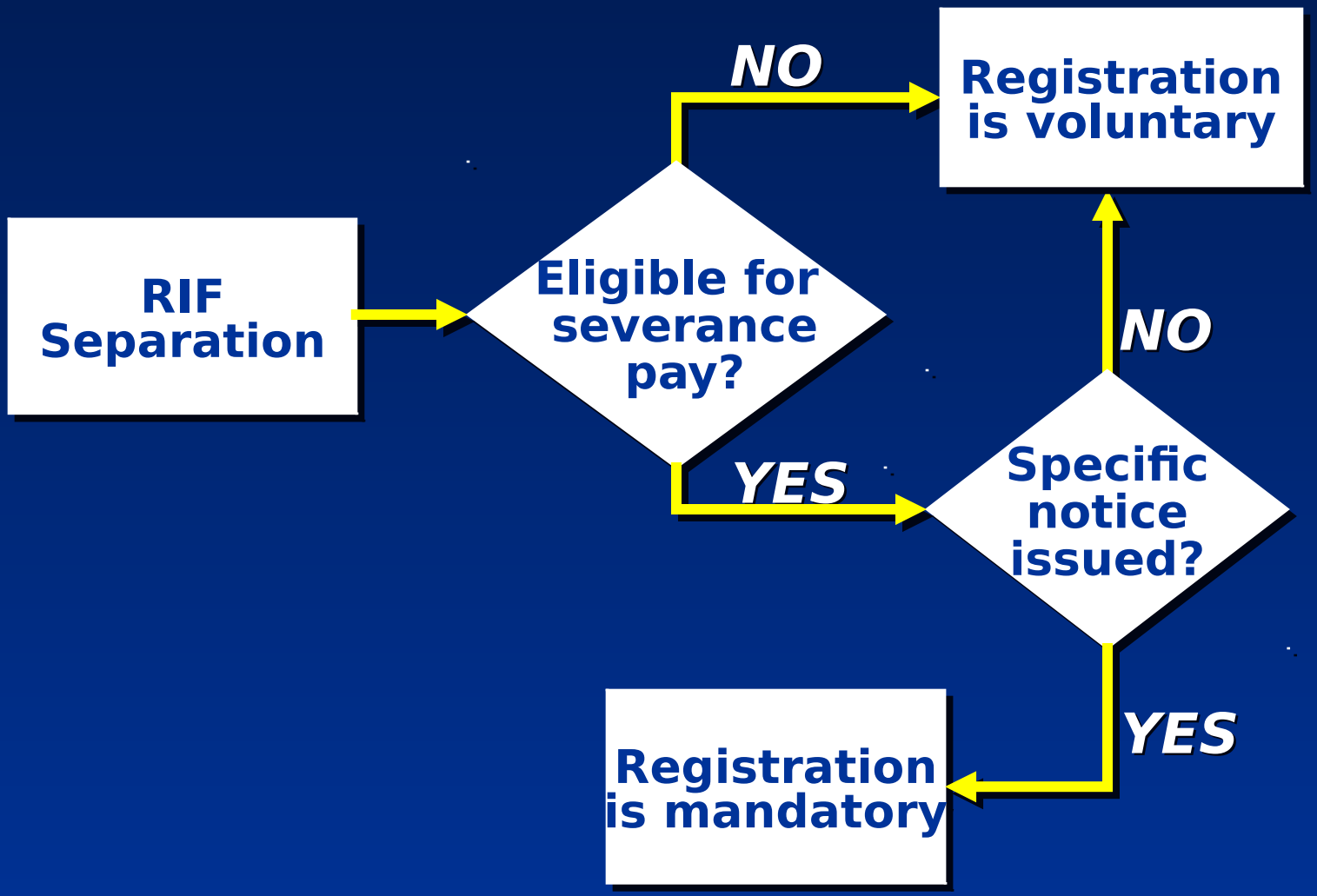
- Applies upon receipt of:
  - *Specific RIF separation notice; or*
  - *Receipt of separation notice following declination of offer outside commuting area*

Mandatory Registration

- Still applies after declination of valid offer if offer was:
  - *Prior to notice period;*
  - *Outside of commuting area; or*
  - *More than 2 grades below current grade*

    (i.e., if offer did not affect severance pay entitlement)

Mandatory Registration



Referral Priorities

1

- RIF separation (no offer)

Referral Priorities

2

- RIF/reclassification demotion – 2 or more GS grades
- Declination of offer outside commuting area
  - *RIF*
  - *TOF*
  - *Management-directed*

Referral Priorities

3

- RIF/reclassification demotion – less than 2 GS grades
- All family members (including military & civilian spouses)

Referral Priorities

Priority 1 & 2 referrals restrict:

- *Promotions*
- *Employee-initiated reassignments*
- *Appointments*
- *Transfers*
- *Demotions to positions with greater promotion potential*

Referral Priorities

Priority 3 referrals:

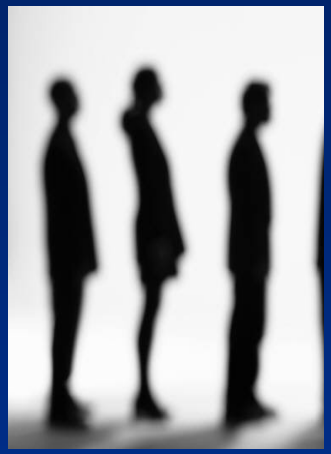
- *Permit selections within Component*

- *Restrict appointments & transfers*

REFERRAL PRIORITIES

Total Registrations - 950

(as of 31 January 2010)

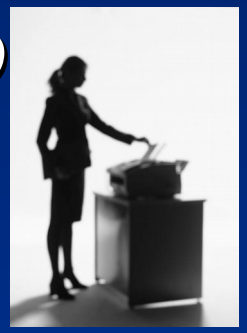


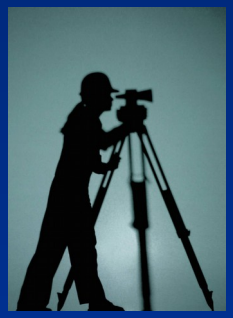
Priority 1 - 27%

Priority 2/3 - 73%

Registration Skills

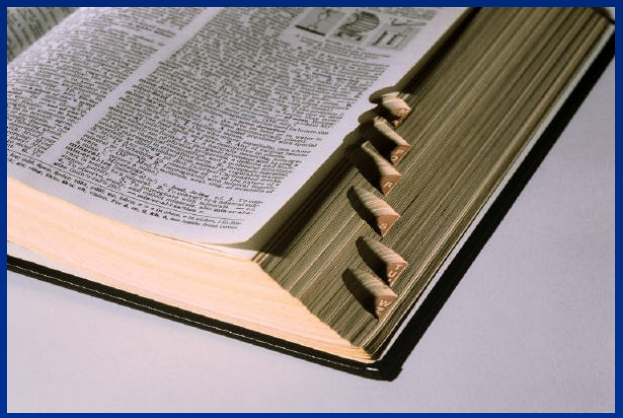
- Must register for current skill
  - *Exceptions require CARE approval*
- May register for other skills if well qualified
  - *As determined by registering HRO*





Registration Skills

- **well qual-i-fied** *adj.* Possesses knowledge, skills, and abilities to successfully perform with no greater loss in productivity than normally expected during orientation of any employee who is new to the organization.



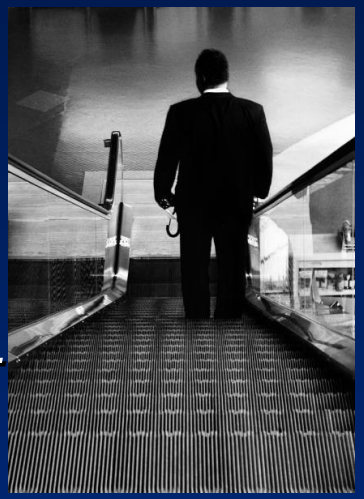
Registration Skills

- Minimum qualification standards not sufficient for PPP
- Registrants must have experience actually applying the skill
- Experience must be documented

Registration Grades

- High Grade
  - *<u>Current Pay System</u>: current permanent or retained grade*
  - *<u>Other pay systems</u>: grades with representative rates equal to or below current permanent or retained grade*
  - *<u>NSPS & Demo Projects</u>: HRO will use employees "equivalent GS grade" for registration purposes*

Registration Grades



- Low Grade
  - *No more than 3 GS grades, or the equivalent, below current permanent or retained grade*
  - *<u>NSPS & Demo Employees</u>: 3-grade limit based on equivalent GS grade used as high grade*
  - *<u>FWS employees</u>: 3-grade limit based on comparing employee's representative rate to GS rate table*

Area of Referral

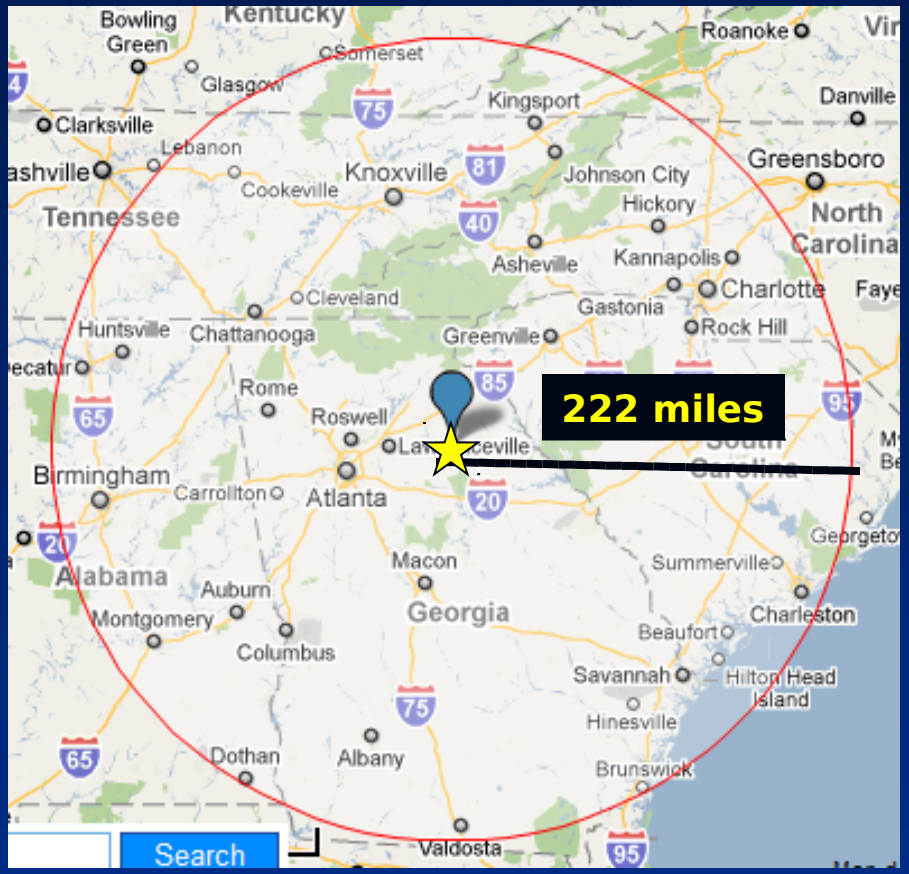
- Employees who decline ToF may only register for locations that are less distant than the transfer site

Area of Referral

- Registration limited to activities less distant than Newport, Rhode Island
- No skipping over
- No expansion beyond commuting area after separation

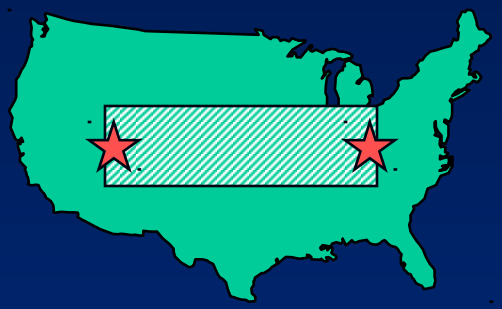
Area of Referral

- Upon implementation of new PPP policy, registration will be limited to activities no more than 25% of the distance between Athens, Georgia and Newport, Rhode Island



Straight-line distance to Newport = 885 miles
Radius of maximum area of referral = 885 x .25 = 222 miles

Area of Referral



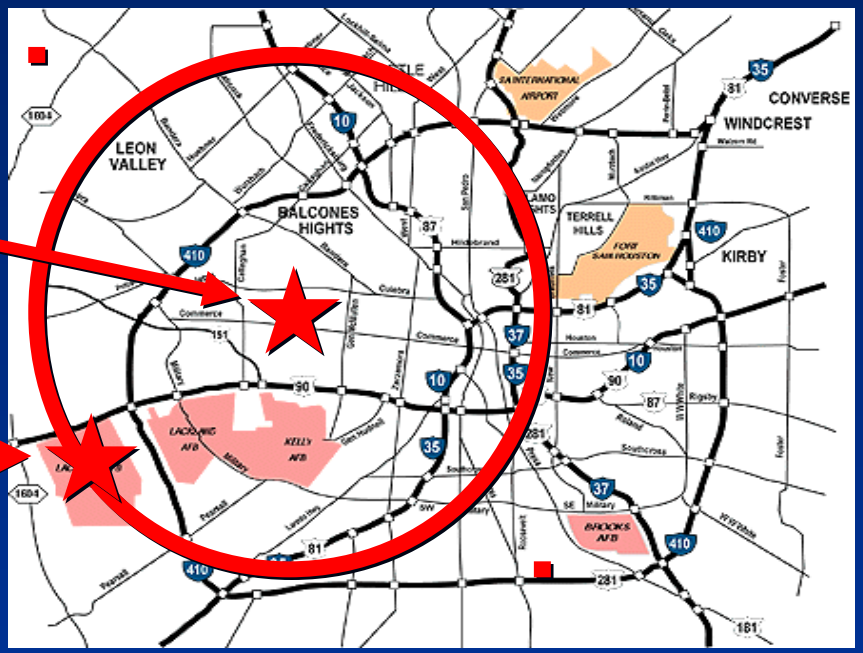
- No “skipping over”
- Area can be expanded incrementally
- Cannot expand outside commuting area after separation

Area of Referral

- Commuting Area – Reasonable daily commuting distance from permanent residence

Residence

Current Duty Station



JOB OFFERS

- One *valid* offer only
- REPLY TIME - 2 business days
- REPORTING DATES
  - *Same area: 14 days*
  - *PCS move: 30 days*

Job Offers

Valid Offer

- Full-time permanent DoD position *(unless current work schedule is less than full-time)*
- Series, grade, & duty location for which registered
- Essentially same conditions of employment

Job Offers

Valid Offer

- Position is not. . .
  - *Obligated*
  - *Under contract study*
  - *In the excepted service (unless registrant is currently excepted service)*

Job Offers

Valid Offer

- The following do not invalidate an offer:
  - *Drug testing requirement*
  - *Change in shifts*
  - *Decrease in wage or locality rates*

Pay Setting

- If employee accepts lower grade without a break in service, *pay retention applies**

* *if otherwise entitled under controlling regulations*

Relocation Costs

- Placed within DoD – Losing activity pays as prescribed by Joint Travel Regulation (JTR)
- Outside DoD - ?

Temporary Positions

- Offers in *commuting area only*
- Continued registration in PPP

Temporary Positions

- Accepting temporary/term positions *without a break in service* can affect future GRADE & PAY RETENTION
- Consult with CPO/HRO *before* accepting

EMPLOYEE RESPONSIBILITIES

- Maintain satisfactory performance & conduct
- Avoid contact with other DoD activities regarding PPP registration
  - *All communications must be between the 2 personnel offices*
- Submit up-to-date resume

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